

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	Bernards Township	County:	Somerset
Employee Organization:	Policemen's Benevolent Association Local No. 357	Employees in Unit:	37
Base Year Contract Term:	1/1/2012	12/31/2015	New Contract Term 1/1/2016
Type of Settlement:	<input type="checkbox"/> Arbitrator's Award	<input type="checkbox"/> Fact-Finder Recommendation	<input checked="" type="checkbox"/> Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a); **Base salary** is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$4,082,383		\$4,128,931	
Increment		N/A		N/A
Longevity	\$38,500		\$41,100	
Section IV: Additional Costs List economic items: Indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 Education Pay	\$32,000		\$32,000	
Item 2 Detective Stipend	\$6,000		\$6,000	
Item 3 Military Pay	\$2,000		\$2,000	
Item 4 Deferred Compensation		\$33,984		\$34,646
Item 5 Clothing Allowance		\$22,200		\$22,200
Item 6 Overtime		\$107,112		\$109,147
Item 7 Lt. Stipend		\$5,000		\$5,000
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column	\$4,160,883	\$168,296	\$4,210,031	\$170,993
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement)	\$4,160,883			
Effective Date (m/d/yyyy)	7/1/2016	7/1/2017	7/1/2018	7/1/2019
Percent Increase	1.9%	1.9%	1.9%	1.9%
Actual dollar increase	\$49,148	\$100,074	\$102,222	\$106,500
Total Economic Costs (successor agreement)	\$4,210,031	\$4,310,105	\$4,412,327	\$4,518,827

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)	1.9%
Dollar Impact (average per year over term of agreement)	\$89,486

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	\$629,140	\$688,883		
Employee Contributions	\$209,927	\$229,272		
Prescription	\$0	\$0		
Dental	\$18,960	\$18,960		
Vision	\$3,700	\$3,700		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by:

Teresa Johnson
 Print Name
J. Johnson
 Signature

Title:

CFO/HRO

Date:

4/19/2016